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The Local Angle.

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Week of May 6, 1974

BRENNAN CITES 'SOLID PROGRESS' ON JOB SAFETY FRONT

WASHINGTON -- Secretary of Labor Peter J. Brennan said the Labor Department has recorded "three years of solid, foundation-building progress" in its efforts to reduce job-related deaths, injuries and illnesses.

Brennan made the statement on the third anniversary of the effective date of the Occupational Safety and Health Act of 1970.

"We are waging a battle against a silent enemy," Brennan said. "You won't hear about the victims of unsafe working conditions like you do about those of airplane accidents or heart disease.

"But for the families of these people, the tragedy is just as great."

Calling the Labor Department's program "a crucial campaign in behalf of the welfare of all American workers," Brennan added:

"Every life lost, every man or woman maimed, every worker incapacitated by a job-related sickness, every hour of time wasted because a workplace is not as safe as it should have been -- all these are losses to the Nation. And they are a concern of the very highest priority for us in the Labor Department."

Brennan said that the majority of employers, as well as workers and unions, have recognized the importance of making workplaces safer and more healthful "and they have joined hands with us in trying to reduce this human and economic waste."

He pointed out that organized labor supported the Occupational Safety and Health Act, passed by Congress and signed by President Nixon in 1970.

"A major provision of this law,"Brennan said, "is the clause encouraging states to take over enforcement of occupational safety and health standards. I am heartened that, to date, 46 states and

(More)

territories have submitted their own job safety and health programs under the Act.

"We have already approved 25 of these programs as being at least as effective as the federal program," Brennan said, "so that the workers in these jurisdictions are assured of enforcement at least as strong as the federal program offers."

He said the Occupational Safety and Health Act requires this, and the Labor Department monitors state plans to ensure that that they meet this requirement.

The federal government also pays half of the operating costs of approved state plans.

"We look forward to the continued support and cooperation of organized labor and employers to ensure that these state plans work as effectively as possible to protect American working men and women," Brennan said.

Another major accomplishment, Brennan said, has been a "dramatic increase" in inspections by the Labor Department's Occupational Safety and Health Administration (OSHA).

"OSHA has increased its inspections of workplaces for violations of standards from fewer than 25,000 the first year to a rate of nearly 80,000 per year today. This has been an increase in quanity, with no sacrifice in quality, and has been in addition to state enforcement activity under approved plans," Brennan said.

Developments during the last few months, Brennan said, have led to in increased emphasis by OSHA on health hazards workplaces. More industrial hygienists are being hired, and more standards are being developed to protect workers against workplace health hazards, including cancer-causing chemicals in manufacturing processes, Brennan said.

(More)

Finally, he said, OSHA is attempting to make the more than 64 million employees covered by the law, and their employers, "more safety-conscious."

Toward this end, an extensive education and training program has been developed, Brennan said, emphasizing voluntary compliance but also teaching both employers and employees "how to make the Nation's factories, farms, offices, construction sites, and other places of work safer and more healthful.

"Though we stress safety-awareness and voluntary compliance by employers, we are charged with enforcing a law, and we are trying to do this firmly as well as fairly," Brennan declared.

"We feel the vast majority of employers and employees support us in this effort because it is in the Nation's best interest."

# # #

Week of May 6, 1974

PRESIDENT SAYS STATE, LOCAL GOVERNMENTS
WILL PROVIDE BETTER MANPOWER SERVICES

WASHINGTON -- President Nixon said state and local governments will provide training and other manpower services "more efficiently and more promptly."

He made the statement in a letter accompanying the 1974 "Manpower Report of the President," sent to Congress.

The 387-page report -- 12th in a series -- was prepared by the U.S. Department of Labor's Manpower Administration and the U.S. Department of Health, Education, and Welfare's Office of Education.

Referring to the Comprehensive Employment and Training Act (CETA), which he signed into law Dec. 28, President Nixon said:

"From now on, state and local governments will be able to decide for themselves what kind of manpower services they require, for how long and in what quantity.

"I am convinced," the President said, "thay they will be able to provide such services more efficiently and more promptly than was possible under the preceding system of federally managed categorical programs."

President Nixon noted that the report assesses the impact of the Act and describes the "step-by-step implementation of this long-needed transfer of manpower program planning and design" to units of government best equipped to measure and meet local needs.

The President said that 1973 was a good year for labor in spite of the inflationary trend, the energy shortage, and a rise in the unemployment rate toward the end of the year.

Stressing labor force developments, he said:

"The number of those employed as of December numbered nearly 86 million.

(More)

In the past two years alone, the labor force experienced a net increase of over 4.1 million Americans, including significant numbers of women and younger workers. While the unemployment rate has moved upward temporarily after many months of steady decline, we should not overlook these truly sizable increases during the same time-span in the number of new jobs and employed Americans."

Another section of the report describes measures taken so far by the Labor Department to minimize the employment impact of energy shortage. These include an "early warning" system, which relays advance information on plant closings and layoffs to Washington through the nation's public employment offices.

The report includes for the first time the annual HEW summary of education and training under the Manpower Development and Training Act.

There is also a review of recent migratory trends among American workers.

The 1974 Manpower Report of the President can be obtained by contacting the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402. The cost per copy is $3.85.

# # #

TRADE REFORM WOULD CREATE NEW JOBS,
PROTECT THOSE WE HAVE, BRENNAN SAYS

PHILADELPHIA -- The Administration's trade reform bill would create many new jobs in our economy and provide "realistic protection" for those workers adversely affected, Secretary of Labor Peter J. Brennan said.

Speaking before the Port of Philadelphia Maritime Society, Brennan declared:

"I know this measure is being watched closely by both labor and management in your industry. It would not only increase the vitality of the maritime industry, but it should raise productivity in all segments of the economy."

Brennan added:

"The need for trade reform is clear. We must be able to buy abroad what is produced more efficiently abroad, and sell abroad what we produce better and more economically here."

Brennan also urged passage of a measure to allow extended unemployment benefits to all eligible workers in high-unemployment areas, not merely those laid off because of the energy crisis.

He said the all-worker plan would be "fairer and easier to administer."

Brennan praised recently-enacted increases in the Federal minimum wage, signed by President Nixon. He said they "will provide a substantial weapon in our continuing effort to eliminate the problem of poverty."

The amendments to the Fair Labor Standards Act will help "millions of low-wage workers hurt badly by inflation," Brennan said.

# # #

Week of May 6, 1974

'POTENT KILLERS' IN NATION'S WORKPLACES,
U.S. LABOR DEPARTMENT OFFICIAL WARNS NAM

WASHINGTON -- Previously unsuspected "potent killers" are lurking in some of the Nation's five million workplaces, a U.S. Labor Department official has warned.

The Department's Occupational Safety and Health Administration (OSHA) will be giving more attention to chemicals, fumes, and other health hazards, Assistant Secretary of Labor John H. Stender said.

Referring to recent revelations that vinyl chloride, a "seemingly harmless chemical" long used in the manufacture of plastics, is, according to the evidence, the cause of a rare but deadly liver cancer, Stender asked:

"How many other chemicals, thought to be relatively harmless, are going to turn out to have tragic and deadly effects on the men and women who work with them?"

Stender addressed the National Association of Manufacturers. He noted that there are more than 25,000 chemicals used by industry about which relatively little is known in terms of their effect upon workers.

Any company producing dangerous waste products can expect more frequent monitoring for dangerous substances, Stender said.

But more information will be disseminated about health hazards, too. and more training will be made available, the NAM was told.

Stender said many companies have started to develop "closed systems" and are designing engineering and protective equipment controls.

He said preliminary steps have been taken to protect workers from vinyl chloride. OSHA has published an emergency temporary health standard limiting exposure and will propose a more stringent permanent standard in the near future, according to Stender.

(More)

Stender reported that OSHA and the National Institute for Occupational Safety and Health (NIOSH) are embarked on a $3.5 million, 30-month project to propose standards for about 400 of the most toxic substances. He said he expected 40 standards will be proposed in the first year.

# # #

Week of May 6, 1974

TWO MILLION VIETNAM-ERA
VETERANS PLACED IN JOBS

WASHINGTON -- More than two million Vietnam-era veterans have found work since President Nixon's veterans program began in 1971, Secretary of Labor Peter J. Brennan said.

The number of unemployed veterans decreased by one fourth during this period, dropping by 96,000 from 386,000 to 290,000, he said.

Of the nearly six million Vietnam-era veterans (20 to 34 years of age) today, 290,000, or 5.1 percent, were seeking work in March, compared with 386,000, or 8.9 percent, in September 1971.

"We've come a long way and the hard facts clearly indicate that veterans are being served," Brennan said.

"The record shows that we were doing great through 1973. The unemployment rate for everybody was going down steadily until the energy crisis hit us.

"The veterans unemployment rate reflected this favorable trend, dropping to 3.7 percent while the national rate dropped to 4.1.

"We are hopeful that present indications of stability in the jobless rate will establish a favorable trend once again and give the Nation a chance to provide the veteran with an opportunity to earn a decent living," Brennan said.

While the unemployment rate among Vietnam-era veterans has risen slightly since Christmas, when it was 4.3 percent, they still have a lower jobless rate than their non-veteran counterparts, whose rate was 5.5 percent in March 1974, Brennan said.

Brennan said that within the veterans' group, the 20-to-24 age bracket represented 115,000 of the 290,000 jobless and presented a "tougher though not insurmountable problem."

He said the Veterans Employment Service (VES) has had the prime responsibility for serving veterans through the 2,400 local state

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employment service offices.

At least one VES specialist is assigned to each state "to see to it that veterans in the state have a fair opportunity for a job or suitable training," Secretary Brennan said.

More than 50 veterans employment representatives have been added in the larger industrial areas during the past few months.

Brennan said more are in the process of being added to the VES force to bring the total veteran's service staff to 145 specialists.

"I am happy to report that the Veterans Employment Service, through a conscious effort during the past year, has doubled the number of veterans counseled in their job search and has increased veteran placements by more than 100 percent -- from 195,000 in 1972 to 395,000 in 1973," Brennan declared.

"And, we are keeping pace with this remarkable rate of increase in the first three months of 1974," he added.

Secretary Brennan pledged that "every available resource in the Labor Department will be used to see that veterans get maximum assistance in finding rewarding employment. And top priority will be given to disabled veterans, who have special difficulty reentering the civilian labor market.

"Let me assure every citizen that there will be no let up in this job-finding effort until these veterans who have served their country so faithfully have full opportunity to contribute their talents and energy in civilian life," he said.

# # #

Week of May 6, 1974

PROJECT FOR EX-OFFENDERS WITH DRUG PROBLEMS
TO BE FUNDED BY U.S. DEPARTMENT OF LABOR

WASHINGTON -- About 400 former inmates who also have drug problems will get manpower services to improve their chances of rehabilitation in a U.S. Department of Labor pilot project.

Participants in the pilot project in New Jersey will be selected from referrals made by the state parole board, Leesburg State Prison, Leesburg Farm, country court parole officers, and probation services.

Under the one-year contract with Narcotics Addicts Rehabilitation Center Organization, Inc. (NARCO), project participants will receive various manpower services, including job counseling and coaching, job development, and referral to training opportunities.

The organization also offers medical, psychiatric, social and after-care services.

The project, supported by nearly $397,000 from the Labor Department's Manpower Administration, is a pilot program to develop new approaches for the successful rehabilitation of ex-offenders with a history of drug addiction.

NARCO, Inc., a nonprofit organization founded in 1969 by a group of ex-addicts, is the project contractor.

By additing manpower services, NARCO expects to show that ex-offenders with drug-use backgrounds can with appropriate support services successfully complete job-skill training and that manpower services can improve their rehabilitation and enhance prospects for successful long-term employment.

# # #

Week of May 6, 1974

FOREIGN STUDENTS FACE
TIGHTER JOB MARKET

WASHINGTON -- Foreign students seeking summer employment will have to obtain permission from the Immigration and Naturalization Service rather than from school officials.

In making the announcement, Immigration Commissioner Leonard F. Chapman Jr., said the decision was based on labor market advice furnished by the Labor Department's Manpower Administration. The requirement is to protect summer job opportunities for American youths, including members of minority groups and Vietnam veterans.

The Manpower Administration warned that unemployment among American youths is so high that summer employment of aliens is depriving young Americans of needed jobs.

According to Labor Department statistics, of 90,691 foreign students in the country last summer, 17,739 received permission to work.

Foreign students needing employment for emergency reasons may still apply for work permission at any time. They are not limited to summer work.

Prior to making the decision to limit foreign student employment, the Department of State was consulted and expressed the view that there is an important foreign policy benefit to the United States from the presence of young foreigners studying in this country who later take home not only academic knowledge, but also greater knowledge of this country.

"In balancing the labor market impact against the foreign relations aspects," Commissioner Chapman said, "I have concluded that protection

(MORE)

of job opportunities for young Americans, including minority youth and Vietnam veterans, is the paramount consideration at this time."

A bill in Congress, H.R. 982, which has twice passed the House of Representatives and is pending in the Senate, would impose criminal penalties on employers of aliens not authorized to work.

# # #

Week of May 6, 1974

MAJOR COLLECTIVE BARGAINING SETTLEMENTS --
JANUARY - MARCH 1974

WASHINGTON -- Major collective bargaining settlements concluded during the first 3 months of 1974 provided for somewhat larger wage increases than agreements reached in 1973, according to preliminary estimates issued by the U.S. Department of Labor's Bureau of Labor Statistics.

For the first year of the contract, wage adjustments averaged 6.2 percent, up from the 5.8 percent average gain recorded in 1973.

Some 466,000 workers were covered by these first-quarter settlements, primarily in the construction, food, can, aluminum, and transit industries. A total of 118 collective bargaining settlements were concluded in the private nonfarm economy, each of which affected 1,000 workers or more.

Although approximately one American worker in five in the total labor force is a union member, only one in nine is included in an agreement covering 1,000 workers or more in the private nonfarm sector.

Other key features of the settlements concluded during the first 3 months include:

-- Wage-rate adjustments over the life of the contract averaged 5.3 percent a year, up slightly from the average 5.2 percent level of settlements reached in 1973.

-- Wage and benefit gains combined in contracts covering 5,000 workers or more averaged for the first year 6.9 percent, compared with 7.1 percent for similar adjustments in 1973. Over the life of the contract, these settlements provided gains of 5.9 percent annually, compared with 6.1 percent in 1973.

-- The contracts had an average duration of 29 months, compared with 30 months the last time agreements were concluded in these same bargaining

(MORE)

situations. For purposes of this study, contract duration runs from the effective date of the agreement to the expiration date, or to a wage reopening date if applicable.

In the manufacturing sector, first-year wage gains averaged 6.1 percent, up from 5.9 percent in 1973, while the average gain over the life of the contract was 4.9 percent, the same as that recorded in 1973 settlements.

In nonmanufacturing, first-year wage adjustments averaged 6.3 percent, compared with 5.6 percent in 1973, while wage gains over the life of the contract averaged 5.5 percent, compared with 5.4 percent in 1973.

In the construction industry component of nonmanufacturing, first-year wage gains were the same as those recorded last year--5.2 percent. Over the life of the agreement, the corresponding average adjustments were 4.8 percent and 5.2 percent, respectively.

Contracts containing cost-of-living escalator provisions, which covered over one-half of the workers under major agreements concluded during the period, provided for 5.1 percent annual wage gains over the life of the agreement, exclusive of any potential cost-of-living increases under these formulas, compared with 4.9 percent last year. Contracts without cost-of-living escalators provided for annual adjustments averaging 5.4 percent, the same as in 1973.

# # #

Week of May 6, 1974

IMPACT OF IMMIGRANTS
ON U.S. LABOR MARKET STUDIED

WASHINGTON -- Immigrants are becoming more and more like other Americans in terms of age, sex, marital status and labor force participation, according to a study issued by the U.S. Department of Labor.

The report proposes that the Labor Department take the initiative in conserving the skills and training of arriving immigrants "to make sure that they can make the maximum contribution to the Nation." It suggests that substantial numbers of immigrants, notably professionals, work beneath their skill levels.

The study found that immigrants on arrival are more likely to be professionals or craftsmen and are less likely to be either clerical workers or managers.

It recommends that the Department subsidize the process by which people with vocational skills, but without adequate English, can learn the English they need to make use of their existing skills. Such programs would not be confined to the study of English but would include career counseling, licensing assistance, supplemental skill training, and other job-related help. The report suggests that these programs could be operated by immigrant assistance agencies.

Formerly, immigrants tended to be young, single males and virtually all were in the work force, the study noted. In more recent years, the mix of immigrants has been much closer to that of the population as a whole, with whole families arriving rather than large groups of young men.

Although 12 percent of the annual increase in the labor force is accounted for by immigrants, the immigration system does not regulate the total number of workers entering the nation annually. The number has been

(MORE)

roughly the same year after year, the report states, and consequently does not vary with increases and decreases in the unemployment rate.

It found that many immigrant workers move out of their occupation group as a result of contact with the American labor market. "Although domestic servants generally move on to better jobs, this movement is more than offset by the downward drift of substantial numbers of professionals and craftsmen."

Other findings include:

-- Many immigrants who had not stated an occupation on their visa applicants did so when they filed their alien address reports two years later.

-- This increase in labor force participation--largely on the part of people who had previously identifed themselves as housewives or students--indicate that a majority (about 52 percent) of immigrants of all ages are, in fact, members of the labor force two years after their arrival.

-- Any future changes in the ceiling and preference provisions of the immigration law will cause changed impacts on the labor market. For instance, an increase in the 170,000 ceiling for the Eastern Hemisphere would produce a higher proportion of professionals among the immigrants.

The report states there is a need for a new set of priorities regarding the labor market aspects of immigration. It recommends more attention be paid to members of the alien labor force who are not immigrants--such as students, exchange visitors, tourists and illegal entrants--to determine their effect on the work force.

(MORE)

The study, Immigrants and the American Labor Market, is available as Manpower Research Monograph No. 31, by the Labor Department's Manpower Administration. It can be obtained free of charge from the U.S. Department of Labor, Room 10007, 601 D Street, N.W., Washington, D.C. 20213.

The monograph is based on a report of the same title of a continuing study conducted by David S. North and William G. Weissert. The full text may be purchased from the National Technical Information Service, Springfield, Va. 22151, for $6.75. Specify Accession Number PB 221200.

# # #

World of Work

Job Prospects For the Future

By PETER J. BRENNAN
Secretary of Labor

QUESTION: I've been thinking about what career I'd like to pursue when I finish high school. Could you give me some facts on the outlook for different occupations over the next several years?

ANSWER: Some of the jobs with the fastest growth rates through 1985 are expected to be those in health, especially aid and assistant-type positions. Jobs as mechanics and repairers of such diverse products as computers, industrial machinery, and air-conditioning, refrigeration and heating equipment also will grow rapidly. The number of engineering jobs is expected to grow rapidly. Teaching occupations will continue to be overcrowded with jobseekers if recent patterns of study in the field continue. Through 1985, the number of professional and technical jobs – those usually requiring a college degree – will continue to grow faster than those in other occupational groups. However, the vast majority of the 60 million job openings expected to become available between 1972 and 1985 will be open to persons who have not completed four years of college. Educational requirements will continue to rise for most jobs, including clerical and blue-collar occupations. Posthigh school training obtained through apprenticeship and at junior and community colleges will take on increasing importance. If you need more information, look in the 1974-75 Occupational Outlook Handbook, published by the Labor Department's Bureau of Labor Statistics and available in many high school libraries.

* * * *

QUESTION: I work on a city road repair crew. We face many hazards in our work, but our supervisor says we're not protected by rules of the Occupational Safety and Health Act of 1970. Is the supervisor correct?

ANSWER: Not quite. Although the 1970 Act does not apply directly to state, county or municipal employees, it does encourage various states to develop their own plans for job safety and health programs covering both private and public employees. The Occupational Safety and Health Administration (OSHA) has approved 25 state plans so that public employees, such as yourself, in those states, are now or soon will be covered by job safety and health rules as effective as OSHA's.

* * * *

Editor's note: If you have a question regarding job training and placement, labor-management relations, job health and safety, equal employment opportunity, wages and hours, employment and unemployment, prices and earnings and other matters involving the U.S. Department of Labor, send it to:

Peter J. Brennan
Secretary of Labor
"World of Work"
U.S. Department of Labor
Washington, D.C. 20210

Dear Consumer

Privacy And Credit

By Virginia Knauer
Special Assistant to the President
and Director
Office of Consumer Affairs
Department of Health, Education & Welfare

Each year, over 100 million credit reports are issued on consumers and, as a result, an estimated 1.3 million Americans are denied charge accounts, loans, check cashing privileges, insurance and sometimes employment.

Hardly anyone will dispute the need for credit reports: They are important to banks, merchants and credit card companies that must determine the financial reliability of their customers.

But to be effective, credit reports must give accurate, up-to-date and relevant facts. Sometimes, unfortunately, the information in these reports is not accurate or current. As a result many consumers can't get credit or insurance. Some have even lost their jobs.

To protect consumers, President Nixon in 1970 signed into law the Fair Credit Reporting Act. But major problems still exist for the consumer. President Nixon explained in a radio speech Feb. 23: "What was once a minor problem affecting only a small number of people has now become a national problem that could potentially affect every American with a charge account, a service or personnel record, a credit card . . . a mortgage or an appliance or automobile bought on time."

Because of this growing problem, the President established the new Domestic Council Committee on the Right of Privacy. This cabinet-level committee is examining not only the problem of consumer credit but also how government and business collect, store and use personal information.

In addition, the committee is working with government agencies and Congress on new regulations and legislation to ensure that the information collected by both government and business is subject to adequate safeguards. Specifically, the committee is examining:

- How the Federal Government collects information on people and how that information is protected.
- Procedures that would permit citizens to inspect and correct information held by public or private organizations.
- Regulations of the use and dissemination of mailing lists.
- Ways that the government and business can safeguard personal information against improper change or disclosure.

As a member of this important committee, I intend to make sure that the consumer's voice is heard.

If you think your privacy rights have been violated and can send me a detailed case history of your problem, I shall be glad to submit your case to the committee for review. Address your case history to me at the White House, Washington, D.C. 20500.

If you have specific complaints about being denied credit or insurance on the basis of inaccurate information in a credit report, you may want to contact the Division of Special Statutes, Federal Trade Commission, Washington, D.C. 20580.

U.S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20210

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Week of May 6, 1974

FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The U.S. Employment Service, a major unit of the Manpower Administration, directs the federal-state employment service system, a nationwide network of 2,400 local offices.

* * *

The Office of Federal Contract Compliance (OFCC) administers the federal government's program designed to ensure equal employment opportunity regardless of race, color, sex, religion and national origin in federally-involved contract work.

* * *

The Fair Labor Standards Act (FLSA) of 1938, amended in April 1974, increases the federal minimum wage to $2.30 an hour in three steps and extends minimum wage and overtime coverage to 7.4 million additional workers.

* * *

In 1931, the Davis-Bacon Act provided for payment of prevailing wage rates to laborers and mechanics employed by contractors and sub-contractors on public construction, according to "Important Events in American Labor History," a U.S. Department publication.

* * *

Wisconsin adopted the first unemployment insurance act in the United States in 1932, according to "Important Events in American Labor History," a publication of the U.S. Department of Labor.

* * *